



ESIT Early Intervention Practice Guide

Topic: Personnel Qualification Standards

Early intervention (EI) services, according to IDEA Part C, are developmental services provided under public supervision and provided by qualified personnel. (CFR303.13) Qualified personnel means personnel who have met State requirements in the areas in which they are conducting evaluations assessments or are providing services. (CFR303.31) The services and personnel listed in this guidance are not exhaustive. Providers and employers should consult with their local lead agency (LLA) for Part C with questions about including other types of services or personnel in the Individualized Family Service Plan (IFSP).

Personnel Requirements in Washington State for Early Intervention Professionals

The chart below summarizes a review of all Washington statutes and the rules of all Washington agencies applicable to serving children eligible under IDEA Part C and their families and was current as of the date of this guidance. Employers and applicants should consult the websites of the Washington State Department of Health (DOH) and Office of the Superintendent for Public Instruction (OSPI) for the most current requirements. These sites address appropriate credentials and procedures for applicants from out of state.

El Service (CFR303.13(b))	Discipline (CFR303.13(c))	Education	Credential
Assistive Technology Assistance in selection, acquisition or use of items used	OT, PT, SLP, Audiologist, etc.	Specialized knowledge of technologies in their field	May require a license form DOH as in the case of hearing instruments

EI Service (CFR303.13(b))	Discipline (CFR303.13(c))	Education	Credential
to maintain or improve function, etc.			
Audiology Identification of nature of auditory impairments, auditory training, assistance in selecting and fitting devices, etc.	Audiologist School Audiologist	Bachelor's in Audiology Master's in Audiology	License/DOH ESA Certificate/OSPI
Family Training Counseling Assistance in understanding needs and enhancing development, etc.	Any EI discipline, when training caregivers in their field of practice Marriage and Family Therapist Counselor Mental Health Counselor School Counselor	Master's in Marriage and Family Therapy or Behavioral Science Bachelor's in Counseling Master's in Counseling or Behavioral Science Master's in Counseling	License/DOH Certificate/DOH License/DOH ESA Certificate/OSPI
Health services Necessary for child to benefit from EI such as consultation on special health care needs, etc.	See Nursing Personnel		
Medical services	Physician (for example, Family Practitioner,	Doctor of Medicine	License/DOH

EI Service (CFR303.13(b))	Discipline (CFR303.13(c))	Education	Credential
Assistance in determining developmental status	Pediatrician, Ophthalmologist)		
Nursing services Assistance in improving or restoring functioning, promoting health and development, etc.	Nursing Personnel: Practical Nurse under the supervision of RN Registered Nurse School Nurse	Completed an approved nursing program Diploma from an approved nursing program Bachelor's in nursing from an accredited program	License/DOH License/DOH License /DOH ESA Certificate/OSPI
Nutrition services Assistance with nutrition and feeding, etc.	Nutritionist/Registered Dietician	Bachelor's in Human Nutrition, Nutrition Education, Foods and Nutrition, Dietetics, Food Management or Public Health Nutrition	License/DOH
Occupational Therapy Intervention in adaptive development, play, sensory, motor and postural development and adaptation of environment and devices, etc.	Occupational Therapist COTA under supervision	Bachelor's in OT from and accredited institution Graduation from an approved school	License/DOH ESA Certificate/OSPI if employed by a district License/DOH
Physical Therapy Intervention in sensorimotor,	Physical Therapist	Bachelor's in PT from an accredited institution	License/DOH ESA Certificate/OSPI if

EI Service (CFR303.13(b))	Discipline (CFR303.13(c))	Education	Credential
musculoskeletal, neurobehavioral, perceptual, motor, cardiopulmonary functioning and adaptation of environment, etc.	PTA under supervision of PT	Graduation from an approved school	employed by a district License/DOH
Psychological services Counseling for child and family, parent training and education, consultation in behavior, learning, mental health and development, etc.	Psychology Personnel: Psychologist School Psychologist	Doctorate in Psych. Master's in School Psych.	License/DOH ESA Certificate/OSPI
Service Coordination, Case Management Assistance in receiving services and procedural safeguards, etc.	Family Resources Coordinator	Complete basic training provided by DEL/ESIT (BA in EI field or equivalent suggested)	Maintain registration with DEL/ESIT
Sign Language and Cued Language services Teaching sign language, cued language, and auditory/oral language, providing oral transliteration services (such as amplification), and providing sign and cued language interpretation.	Speech and Language Personnel: School Speech-Language Pathologist Speech-Language Pathologist SLPA under supervision	Master's in Speech Pathology Master's in Speech Pathology Meets certification	ESA Certificate/OSPI License/DOH Certificate/ASHA

EI Service (CFR303.13(b))	Discipline (CFR303.13(c))	Education	Credential
	Teacher of the Deaf See Special Educator	requirements	Certificate/DOH
Social Work services Assistance in social skills, problems in living situation, community resources, etc.	Social Work Personnel: Social Worker School Social Worker	Master's in Social Work Master's in Social Work	License/DOH ESA Certificate/OSPI
Special Instruction Design of learning environments, curriculum and activities, etc.	Special Educator Teacher of the Deaf Teacher of the Visually Impaired Paraeducator under supervision	Bachelor's in Education See OSPI guidelines	Certificate, with Special Education endorsement/OSPI Early Childhood Special Ed endorsement preferred (Exception: Endorsement is not required if a person applied for their certificate prior to July 1, 1987.)
Speech-Language Pathology services Intervention in communication and language disorders and delays, etc.	Speech and Language Personnel: School Speech-Language Pathologist Speech-Language Pathologist	Master's in Speech Pathology Master's in Speech Pathology	ESA Certificate/OSPI License/DOH

El Service (CFR303.13(b))	Discipline (CFR303.13(c))	Education	Credential
	SLPA under supervision of SLP with CCC	Associates or Certificate of Proficiency	Certificate/DOH
Vision services Provision of communication, orientation and mobility, visual skill training, etc.	Teacher of the Visually Impaired Orientation and Mobility Specialist (for the blind and visually impaired)	Bachelor's in Education Bachelor's and meets course requirements for certification with the Association for the Education and Rehabilitation of the Blind and Visually Impaired (AER)	EC Special Education Endorsement, Certificate/OSPI

Use of Paraprofessionals and Assistants

Paraprofessionals and assistants who are trained and supervised according to State law may be employed to assist in service provision. (CRF303.119(c)) In general, paraprofessionals, assistants, emergency and temporary hires may carry out planned activities on the IFSP created by their supervisor. Supervision guidelines must be in place...Insurance billing requirements may differ for paraprofessionals and assistants or they may not be billable.

Temporary Employment

When qualified professionals, paraprofessionals or assistants cannot be found after documented good faith efforts, the State may allow the most qualified individuals, who are making documented progress toward the requirements to work under supervision. (303.119(d)) DOH and OSPI generally allow the individual up to a year to complete necessary requirements to work unsupervised.

Supervision Guidelines

Employers should refer to professional standards (ie. OT, PT, ASHA links) governing particular disciplines as their guidance varies as to the nature, frequency and length of supervision. In general, paraprofessionals, assistants and emergency and temporary hires must have contact with the supervising therapist as often as needed for the provision of quality services. This means at least face to face contact at the beginning of services and at least once per month. Documentation of supervisory activities should be recorded and available upon request of ESIT or the LLA. Supervisors may also need to sign off on records for billing purposes.

Emergency and Chronic Personnel Shortages

When there is no qualified professional, assistant, nor anyone working toward requirements available, activities needed to meet outcomes must still be listed on the IFSP and must still be delivered. Teams may discuss alternative professionals to implement activities if appropriate, may connect with surrounding communities to cooperatively plan, may use teletherapies, if appropriate or consult with ESIT.

Links

OSPI ESA Certification www.k12.wa.us/certification/ESAMain

OSPI Teacher Certification www.k12.wa.us/certification/TeacherMain

DOH www.doh.wa.gov/LicensesPermitsCertificates